

**Department of Personnel Administration  
Memorandum**

**TO: Personnel Management Liaisons (PML)**

<b>SUBJECT:</b> 2009 Employer Health Benefit Contributions	<b>REFERENCE NUMBER:</b> 2008-027
<b>DATE ISSUED:</b> 09/03/08	<b>SUPERSEDES:</b>

This memorandum should be forwarded to:

**Employee Relations Officers  
Personnel Officers  
Personnel Transactions Supervisors**

**FROM:** Department of Personnel Administration  
Benefits Division

**CONTACT:** Ralph Cobb, Health Policy Advisor  
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As of the date of this PML, the following rates will be effective January 1, 2009. However, the collective bargaining process is fluid and changes may be agreed to which could alter these amounts. DPA will notify you if there are subsequent changes to these rates. Effective January 1, 2009, and subject to passage of the 2008/2009 Budget, the monthly employer contributions for health benefits for represented and excluded employees are as follows:

**Units 1,4,10,11,14,15,20,21 (Rank and File, Non-CoBen)**

Employee	\$382
Employee plus 1 dependent	\$764
Employee plus 2 or more dependents	\$994

**Units 1,4,10,11,14,15,20,21 (Rank and File Employees Subject to Dependent Vesting)\***

	<b>Employer Dependent Contribution</b>	
	<b>50%</b>	<b>75%</b>
Employee	\$382	\$382
Employee plus 1 dependent	\$573	\$668
Employee plus 2 or more dependents	\$688	\$841

**Unit 5 (Rank and File, Non-Coben, Subsidized Rates)**

Employee	\$410
Employee plus 1	\$797
Employee plus 2 or more dependents	\$1,030

**Unit 2 (Rank and File CoBen Allowance)**

Employee	\$439
Employee plus 1 dependent	\$836
Employee plus 2 or more dependents	\$1,084

**Unit 2 (Rank and File Employees Subject to Dependent Vesting)\***

	Employer Dependent Contribution	
	50%	75%
Employee	\$439	\$439
Employee plus 1 dependent	\$651	\$744
Employee plus 2 or more dependents	\$790	\$937

**Unit 6 (Rank and File, Non-CoBen)**

Employee	\$321
Employee plus 1 dependent	\$625
Employee plus 2 or more dependents	\$807

**Unit 7 (Rank and File, CoBen)**

Employee	\$416
Employee plus 1 dependent	\$813
Employee plus 2 or more dependents	\$1,061

**Unit 7 (Rank and File Employees Subject to Dependent Vesting)\***

	Employer Dependent Contribution	
	50%	75%
Employee	\$416	\$416
Employee plus 1 dependent	\$628	\$721
Employee plus 2 or more dependents	\$767	\$914

**Unit 8 (Rank and File, CoBen)**

Employee	\$450
Employee plus 1 dependent	\$861
Employee plus 2 or more dependents	\$1,120

**Unit 9 (Rank and File, Non-CoBen)**

Employee	\$405
Employee plus 1 dependent	\$788
Employee plus 2 or more dependents	\$1,018

**Units 3,12,13 (Rank and File, Non-CoBen)**

Employee	\$371
Employee plus 1 dependent	\$740
Employee plus 2 or more dependents	\$959

**Units 3,12,13 (Rank and File Employees Subject to Dependent Vesting)\***

	Employer Dependent Contribution	
	50%	75%
Employee	\$371	\$371
Employee plus 1 dependent	\$555	\$648
Employee plus 2 or more dependents	\$665	\$812

**Units 16,17,19 (Rank and File CoBen)**

Employee	\$427
Employee plus 1 dependent	\$837
Employee plus 2	\$1,096

**Units 16,17,19 (Rank and File Employees Subject to Dependent Vesting)\***

	Employer Dependent Contribution	
	50%	75%
Employee	\$427	\$427
Employee plus 1 dependent	\$646	\$741
Employee plus 2 or more dependents	\$790	\$943

**Excluded Employees (CoBen)**

Employee	\$452
Employee plus 1 dependent	\$872
Employee plus 2 or more dependents	\$1,133

**Unit 18 (Rank and File CoBen)**

Employee	\$416
Employee plus 1 dependent	\$813
Employee plus 2 or more dependents	\$1,061

**Unit 18 (Rank and File Employees Subject to Dependent Vesting)\***

	Employer Dependent Contribution	
	50%	75%
Employee	\$416	\$416
Employee plus 1 dependent	\$628	\$721
Employee plus 2 or more dependents	\$767	\$914

**\*Dependent Vesting Criteria**

New employees, who have never previously had State health benefit eligibility, may be subject to dependent health vesting. Employees in bargaining units that have contracted for dependent vesting are provided with 50 percent of the employer dependent contribution for the first 12 months of service, and 75 percent of the employer dependent contribution for months 13 through 24. After 24 months, these employees receive the full employer dependent contribution applicable to their bargaining unit. Please refer to the appropriate collective bargaining agreement for the specific criteria for determining if an employee is subject to dependent vesting.

If you have any questions regarding the information provided above please contact Ralph Cobb at (916) 324-3438.

/s/Julie Chapman

Julie Chapman, Chief  
Labor Relations Division